GENERAL AND REVENUE SECRETARIAT.

SUBJECT.

Memorial addressed to H. H. the Maharaja of Mysore by the dismissed & Suspended employees of the Govt Press praying for the reinstatement and also the introduction of a Cadre

To The Memorialists viz.

1. Munisamy and 17 other Compositors
2. Ramayya & other Machine minders
3. Rangaswami & 15 other binders

G.O. No. in 3230-2 Dt. 31/1/1922

Information that the dismissed men cannot be taken back, that the cases of suspended men will be considered on circumstances & that the question of cadre & pay on account of wages will be examined.

WD 1888—GPB—16,625—28-7-21

NERAL AND REVENUE SECRETARIAT.

File N

FILE HEADING.

Memorial, Suspension &c of certain employees of the Govt Press

From

H. Private Secy to H H

No. 1586 Dated 29.11.21 Received 1.12.21

Diary No. 1855	Enclos.	Spare Copies.	Serial No. 7

BRIEF ABSTRACT OF LETTER.

Forwarding for disposal a ~~petition~~ Memorial addd to H H by the employees of the Govt Press.

NOTES AND ORDERS.

A note of Government during the strike put up for information [illegible] of the redressed offered to the strikers & the Conditions under which they would be allowed to return

General and Revenue Secretariat.

P/S File No. 48 of 19 21-22

erial No.

2. The reversion to the piece work System is the outcome of the report of the Committee appointed ~~into it~~ to inquire into the internal working of the Press & also examine the pros & cons of this system. This Committees report contains full information on the point.

3. The formation of a Works Committee is a matter in which the Supdt is to formulate proposals with the help of the Efficiency Audit officer. The E.A. officer may be consulted as to what progress has been made in this respect.

4. The papers relating to the dismissal & suspensions of certain men as a disciplinary measure are now before the Dewa

5) Subd for orders.

3.12.21 Ag.

9.12.

Gen. Sec:)

6) To the E.A. officer with compliments for favour of a note with reference to para 3 above.

12.12.21.

R. S. III-21

General and Revenue Secretariat. | File No | of 19

erial No.

7) No progress has been made in the matter
HK
17.12.21

Asst Secy. M.M. for
with Compliments

9) Subt. with reference to the order against
para 3 above
20.12.21
3.1.22
Gen: Sec:)

10) The Memorialists ask for Improvements and for three reliefs in particular, viz.,
(1) Revival of the "Hour-Account" System
(2) Reinstatement of the misleaders who have been dismissed and
(3) The formation of a "Works Committee"

11) The first request can not be complied with as the removal of the Price Works System was ordered on the carefully considered recommendations of the Special Committee. (Vide [illegible] order)

General and Revenue Secretariat. | File No. | of 19?1

Serial No.

Re: Statement of the dismissed m

15 men were dismissed and 30 were ... for six months as it was considered that disciplinary action was ~~Cancelled~~ called for (Para 6 of the order of the Govt. But recently on a suggestion from Govt. the Supdt. has recommended that the suspended men as a right Express regret might be reduced to ~~6~~ 3 months. This is Separately under Consideration

Works Committee.

Paragraphs 4(7) of the said order refers to the formation of such a Committee after the return of the normal conditions. The S-I Branch has been reminded (vide order dated 4th Dec 1920)

account System. Not only have I expressly myself clearly on this point always but I have also made it clear to the men concerned, through their deputation which waited on me some weeks ago. In the matter of the re-instatement of the men dismissed, it will, in my opinion, be subversive of all discipline if they are taken back to work. They have gone & they must not come back. As regards the suspended men. I have instructed the Supt. & he will take them back as circumstances permit & indicate. I shall be glad if the Hon. Secy. Ed. both speak to me about the whole Committee.

Phil
11.1.22

P.S.

15) A strike position is also likely necessary in the interests of the Press, and unless this is done, there will be no hope of discipline or efficiency in the depth. It will have to be worked at a loss above all things & this must be avoided.

Phil
11.1.22

16) I anticipate no serious objection

16.1.22

DE[illegible]N'S OFFICE.
Rec'd JAN 12 1922
Reg 3780

The petition had been addressed to Mr. and his mother is [illegible]

NOTE—Contn. sheet

Serial No.

account System. Not only have I Expressly clearly on this point already but I have also made it clear to the men concerned, through their deputation which waited on me some weeks ago. In the matter of the re-instatement of the men dismissed, it will, in my opinion, be subversive of all discipline if they are taken back to work. They have gone & they must not come back.' As regards the suspended men. I have instructed the Supdt. & he will take them back as circumstances permit & indicate. I shall be glad if the Under Secy. Edn. will speak to me about the Work Committee

Pell
11.1.22

P.S.

15) A firm position is absolutely necessary in the interests of the Press and unless this is done there will be no hope of discipline or efficiency in the Deptt. It will have to be worked at a loss above all things & this must be avoided.

Pell
11.1.22

16) Dewan

Rathaphrift

I entirely agree with the observations made.
16.1.22

DEWAN'S OFFICE.
Recd. 16 JAN 1922
No. 3780

The petition had been addressed to Govt. and the matter is Govt. business.

NOTE—Contn. sheet in next page

noted & returned

No. L. Munisamy & 17 Other Compositors
B. Ranjiah & 3 Other machine minders
R. Rangasami & Other 15 Binders
No M 3230-2 dt 31. 1. 22

with refers to their memorial
to His Highness the Maharaja
(Sl 7) States that the dismissed
men cannot be taken back,
that cases of suspended men will
be considered according as cir-
cumstances permit and indicate
and the hour accumulation system
of wages cannot be revived &
that the formation of the Works
Committee is receiving attention &

OFFICE OF THE PRIVATE SECRETARY

TO HIS HIGHNESS THE MAHARAJA OF MYSORE.

29th June 1921

Petition, as shown below, to His Highness the Maharaja is transferred to the Chief Secretary to the Government of His Highness the Maharaja of Mysore, ~~.....~~ ~~Department~~, Bangalore, for disposal.

R. H. CAMPBELL, ESQ., I.C.S., C.I.E.,

Private Secretary to His Highness The Maharaja,

M Y S O R E.

HIS HIGHNESS SIR SRI KRISHNARAJA WADIYAR BAHADUR, G.C.S.I. G.C.B.E.

May it please Your Gracious Highness,

In November 1920, we the employees of the Government Press, Bangalore, submitted a memorial to Your Highness, a history of our long-felt and unendurable grievances and also placed at the feet of Your Highness a petition showing how valuable materials were disappearing from the Press and why the vexatious orders complained of by us were issued in quick succession by the Superintendent.

Government were then pleased to order our re-admission on certain conditions to which we meekly submitted. A subsistance-allowance of 25 per cent of our salaries was given us on condition we worked overtime for 2 hours every day without extra remuneration until the amount was worked out. This also we obediently did.

While we implicitly obeyed every item of the order in question, not only did not the Government fulfil the promises held out in that order -- namely, the establishment of a Works Committee (on the lines approved by the Government of India) in order that a spirit of co-operation may be created among the different kinds of workers, but also the very Hour Account System kindly conceded for which we agitated and which was kindly conceded to us after much thought and deliberation by Government has been rescinded for no fault of ours and the very system to rid which we laboured

bove all, another order has just been issued directing the dismissal of 15 persons and the suspension for 6 months of 30 persons on the ground that the facts and figures we placed at Your Highness's feet are "unrounded allegations of a serious nature." And the action is said to be "suitable disciplinary action." Here we beg to humbly submit that the Committee of Enquiry was wholly official and the proceedings were in camera. The depositions made by us before it were not read over to us and admitted as correct by us. Also the petition, in question, was signed by about 200 persons -- all grown-up and experienced men and it is not known why 48 of them have been singled out for punishment when they did nothing more than the rest.

We beg Your Highness kind forgiveness for the above wearisome history of our woes. We humbly pray that considering the above, Your Highness may be graciously pleased to order the reinstatement of the dismissed and suspended men; the continuance of the Hour Account System kindly granted to us by Government and the formation of the promised Works Committee.

If we have erred, we look upon Your Highness as an indulgent father to forgive the ways of his erring children. We keep our life going cheered by the hope that the day of our relief is not distant and that the bread we have been deprived of will be graciously ordered to be restored to us.

It is kindly correction that we ~~pary~~ pray to be priveleged to have

to have at Your Gracious hands.

We beg to remain,

YOUR HIGHNESS' MOST HUMBLE & LOYAL SUBJECTS & DUTIFUL SERVANTS,

Dated November 1921.

Binders

23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

1 L. Srinivasan
2
3 B Rangaiah
4 N. Sivanarayanda
5 R. Ranganna
6 Appadoray
7 V. Veerappa
8
9 V. Dasappa
10 B Ramadasay
11 N. Ramaswamy
12 L. Soonappa
13 G. Gangadhar
14 A. Subba Rao
15 P. Rangiah
16
17 B. R. Anniah
18 M. Rajagopal

Machine M.

19
20
21
22

ENCLOSURES TO MEMORIAL.

Summary of Correspondence.

1. Order sanctioning Hour Account.
2. Order of re-employment, giving conditions and promising formation of a Works Committee.
3. Order asking the workmen to work out subsistence allowance by overtime.
4. Order reintroducing Piece Works system.

&c. &c.

Order dismissing and suspending workmen

CLOSED TO MEMORIAL.

1. Order Sanctioning Hour Account.

Government Memorandum.

Under the Government Order No. G. 1777-7-P. & S. 8-30-9, dated 23rd July 1930, the following revised rates of remuneration are sanctioned for employees in the Government Press.

Compositors.- All compositors will be divided into four classes on consideration of their service and capacity.

Those under five years of service will be treated as temporary and paid on piecework system as at present.

Those between five and ten years of service will be put in the third class.

Those between ten and fifteen years service will be put in the second class.

And those above fifteen years in the first class. These men will be on an hour account system paid at three annas six pies for the first class, two annas and nine pies for the second class, and two annas for the third class.

Ordinarily working hours will be six hours, that is, 11 to 5.0 P.M., with an interval of half an hour. For extra work between 5.30 and 8.30 P.M., the men will be paid at the hourly rate of each class.

In addition to their wages, an allowance of ten rupees for all salaries of Rs.30 and above will be paid as under the recent orders of Government.

It is expected that the average wages of the three classes of compositors will come to Rs. 43,40 and 71 respectively per month.

Five days casual leave on full pay per year will be granted.

"Pie" money will not be deducted as at present, but the compositors will be required to do their own pie.

Standards of work will be fixed for each class of workers.

The strikers will be treated as on suspension during their days of absence, but they will be paid a subsistence allowance of 25 per cent of their average earning of the previous month for the period of absence.

3. Machine men.- Similarly the machine men will be divided into three classes with hourly wages of two annas six pies, one anna nine pies, and one anna three pies respectively.

4. Ballers.- Ballers will also be divided into three classes and paid at one anna three pies, one anna and nine pies per hour respectively.

5. Binders.- Binders will be divided into four classes, with hourly

hourly wages of two annas six pies, two annas, one anna six pies, and one anna per hour.

All strikers who do not return to work immediately will forfeit their appointments.

By Order
(Sd.) C.S. BALASUNDARAM IYER,
Chief Secretary to Government.

True copy -

3.Order of re-employment giving conditions and providing formation of a Works Committee.

Order No. G. 11047-3--P.S.I-30-32.
Dated Bangalore, the 4th December 1930.

Government are pleased to direct that such of the dismissed employees and men on strike are apply individually for re-employment may be readmitted by the Superintendent at his discretion subject to the following conditions:--

1. That they have resigned membership of the Bangalore Compositors, Binders and Printers Association:

2. that they will be treated as commencing service anew;

3. that the question of counting their previous service will depend entirely on their future good conduct.

The Superintendent will submit cases in which he feels a doubt for the orders of Government, before rejecting such applications

4. The Superintendent is also authorised to employ 10 literate men on salaries not exceeding Rs.30/- inclusive of allowances for training as compositors, binders or machine men, for a period of six months, the men being transferred to the piece-work establishment at the end of that period on the minimum salary on which they are entertained and eventually promoted to the "hour account" classes.

5. Government direct also that an organisation on the lines of the Works Committee sanctioned by the Government of India for their presses should be brought into existence in the Government press, Bangalore to start with. As this is a new organisation it is necessary to afford special help and guidance to the Superintendent in the early stages of its formation. The Under Secretary Efficiency Audit Branch, will accordingly be instructed to afford the necessary help taking instructions from Government personally on all doubtful and delicate points.

(Sd.) D. C. SUBBARAYA,
For Chief Secretary to Government.

Superintendent, Government Printing.
Comptroller, Mysore Government.

- True copy -

3. Order asking the workmen to work out Subsistence allowance by overtime.

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read :-

G.O.No.11047-9/P.&3. 6-20-32 dated the 4th December 1930 issuing instructions regarding the re-entertainment under certain conditions of the dismissed employees in the Government Press and of those who went on strike in October last.

Order No. D.H 344-5/P.&3. 6-2045.
Dated, Bangalore 7th February 1931.

Representations having been made to Government that the employees referred to above require some pecuniary relief in order to enable them to go back to work, the Government are pleased to direct that a subsistence allowance of 25 per cent of their salaries be given to such of them as rejoin before the 15th instant provided they agree to work overtime for 2 hours every day without extra remuneration until the allowance sanctioned is worked out. In specially hard cases, an advance of 15 days' pay may also be given in addition, the amount being recovered in two monthly instalments.

(Sd.) K. MATTHAN,
Chief Secretary to Government.

--True copy--

4.Order reintroducing Piece Work System.

(A) T O
The General Secretary
to the Government.
Through the Superintendent,
Government Press,
B A N G A L O R E.

Honored Sir,

1. WE the undersigned employees of the Press have been offerred our pay for October thus- first 15 days according to Hour Account System and the remaining 15 days on Piece-work basis. Even for this we were asked to produce vouchers for the last 15 days and we, having been working on Hour Account basis, had no vouchers to produce and therefore could not produce any. The money tendered to us as our pay was therefore only the amount due for the first 15 days. And out of this the remaining portion of advance paid to us was recovered inspite of the previous assurance and practice of letting us to work it out by overtime. We have therefore been unable to receive the pay.

2. The Superintendent forced us to agree to work on Piece-work System while the Government had conceded to us the Hour Account System. We therefore respectfully refused to accept the Piece-work system. He now gives us no work and we are therefore sitting idle in the Press without any work whatever. Also even our stick s, materials and copies have been taken away from us completely disabling us to do any work.

We therefore pray that our full pay for October may be ordered to be paid to us on Hour Account basis, that no reduction may be made for advance, but it be recovered out of overtime allowance and that the Hour Account system which the Government graciously granted in response to our several prayers and petitioners may kindly be continued and further ordered to be given to us on the Hour Account basis.

And in duty bound shall ever pray.

We remain,
Honoured Sir,
Your most obedient servants,

Bangalore,
14th November 1921.

- True copy -

(B) Government of His Highness the Maharaja of Mysore.
General and Revenue Secretariat.
Dated, Bangalore, 16th Nov.1921.

No. 3382/P.&C. S-21-2.--

O R D E R.

To

Mangappa and 81 other piece work employees of the Government Press.

With reference to their petition dated 14th November 1921 praying that the Hour account system of wages may be revived, that their wages from 15th October 1921 may also be disbursed to them on the hour account basis, etc., the employees are informed that their prayer for restoration of hour Account system cannot be granted and that their other prayers regarding their wages for October cannot also be complied with as Government Order No.1955-93/C. & P. 196-20-11 dated 8th October 1921 issued on the subject is quite clear and the employees were duly apprised of the same by the Superintendent on the 15th October 1921.

By Order
(Sd.) C. S. Rama Rao,
for General Secretary to Government.

- True copy -

(C) TO

The General Secretary to
the Government,

Through the Superintendent,
Government Press,
Bangalore.

Respected Sir,

1. With reference to your letter No. S.3382--P. & C. 56-21-2 dated 16th November 1921. We beg to submit that we are unable to work under the piece-work system -- a system under which we never agreed to work.

2. Also our pay for October has been withheld and most of

us are without our meals.

3. In those circumstances we are under the painful necessity of staying away from work from to-day (11th Nov.1921.)

4. We are however agreeable to return to work if Government kindly reconsider the order under advertence and comply with our prayers.

We beg to remain,
Sir,
Your most obedient servants,

- True copy -

. Order dismissing and suspending workmen.

(A) Government of His Highness The Maharaja of Mysore.
General and Revenue Secretariat.

No. .2102/P.&J. 43-21-4, dated -11-21, Bangalore.

E N D O R S E M E N T.

Petition dated 3rd November 1921, from . Munibyrappa, Bhyrashetty and other dismissed and suspended employees of the Government Press praying that endorsements showing reasons for their dismissal or suspension may be given to them.

With reference to the above the petitioners are informed that the Superintendent Government Printing, has been requested to communicate to them the orders of Government so far as they relate to the dismissals suspensions etc., and the reasons therefor as described in paras 2 and 3 of Government Orders. Nos.1930-93/C.B.106-20-11 and Camp Mysore dated 6th and 22nd October 1921, respectively.

BY ORDER;
(Sd.) C. . RAMACHANDRA,
K.M.R.7/11. SECRETARY TO GOVERNMENT.

- True copy -

(B).

Office of the Superintendent,
Government Printing in Mysore,
Bangalore, Dated, the 10th November 1921.

E N D O R S E M E N T.

As Government have, in para 6 of their Order No.1930-93/C.B. 106-20-21 dated, Camp, 8th October 1921 and para 1 of G.O. No. Camp, dated 22nd October 1921, in the matter of a petition sent by certain employees of the Government Press, Bangalore considered it necessary to take suitable disciplinary action against the signatories to the petition, in view of the unfounded allegations of a serious nature, which they had madde and to summarily dismiss the ring-leaders, the following punishments are ordered with the sanction of Government. The men noted in list A attached numbering from 1 to 15 are dismissed and the men numbering from 16 to 45 in the same list are suspended for a period of six months.

(Sd.). D. RAMACHANDRA IYENGAR,
Superintendent, Govt. Printing.
(Sd.) [illegible]

LIST A.

(en dismissed (Nos.1--13) as per G.O. o.1989-93/C 193-20-11, dated, Camp, th October 1921.)

1. V. Ramaiah
2. Appaji.
3. Gulab Singh
4. Ranganathum.
5. M. M. Ennial.
6. Munibyrappa.
7. Veerappa.
8. K. Ramasamy.
9. Mutchahanna.
10. V. Munisawmy.
11. R. Venkatasamy.
12. P. Ramaswami.
13. L. Munisamy.
14. B. Appadore.
15. Sivamunjunda.

LIST B.

(en suspended Nos.16 to 45 for 6 months as per G.O. No. 1 89-93/ .C. 19 -20-11, dated Camp, th October 1921).

16. Mylari.
17. Gildappa.
19. Ahamad Ali.
19. . .Nanjappa.
20. . Munivenkatappa
21. Syed Ahamed.
22. C. Munisamy.
23. Channagiri.
24. Nagoji R.o.,
25. . Appadore.
26. Mahomed Imam.
27. Santhoji.
28. B. Yellappa.
29. Nagappa.
30. Dyavappa.
31. Hanumiah
32. A. Papiah.
33. V. Dasappa.
34. B. C. Sidda.
35. Hanumiah.
36. M. Srikantappa.
37. M.M.Lakshmiah.
38. T. Channadharappa.
39. K. Munivappa.
40. R. Jayarangappa.
41. Narasetty.
42. K. rishnam.
43. Y. Yellappa.
44. Syed Kasabib.
45. . Rama Rao.

(Sd.) D. . VIJAYARAGHAVA MUDALIAR,
Superintendent, Govt. Printing,
(Sd.). P. VENKATA SUBBIAH,
27th October 1921. (Chief Foreman).

- True copy -

(C) T O

The General Secretary to
Government, Bangalore.

Through the Superintendent,
Government Press, Bangalore.

Respected Sir,

1. We the undersigned were sent out and were told that we had been suspended and dismissed. But our request for written endorsement giving reasons for our punishment was not complied with by the Superintendent.

2. We therefore petitioned the General Secretary to Government for the same and he was good as to inform us that the Superintendent had been asked to give us the endorsement prayed for by us.

3. But yesterday we got the endorsement and were painfully

surprised by reading it.

4. The petition referred to in the .C. was signed by nearly two hundred persons and it was presented by all of them in person to the Huzur Secretary to His Highness the Maharaja. There were -- and there are -- no ringleaders whatever and we have been unjustly and unreasonably called as such and punished. We have done nothing more than the rest of the signatories.

5. As for the allegations made by us all we thought it incumbent on us to inform the Government of the real state of affairs obtaining in the Press and to our best knowledge and belief every statement we made were nothing but truth and we made it with the best of intentions -- in the interests of the better working of the Press where we work. We are surprised to learn that the Government consider the allegations as unfounded. Our action was quite bona fide and the punished is not deserved by us.

6. In the above circumstances, we humbly pray that Government will be pleased to order our immediate reinstatement.

Praying to be favoured with an early order,

We beg to remain,
Respected Sir,
15th Nov.19 1. Your most obedient servants,

- True copy -

G.R.S. 27]

GENERAL AND REVENUE SECRETARIAT.

(Continuation sheet draft form.)

Endorsement

M. 3230-2
dated 31st August 1922

& Nov. 2

Memorial addressed to H.H. the Maharaja of Mysore by 38 former employees of the Govt. Press praying (i) that the 15 dismissed & 30 suspended men may be reinstated (ii) that the hour account system of wages may be continued & (iii) that the Works Committee promised in G.O. No. 11047-8 / P.S.b-20-32 may be formed-

— 4 —

With reference to the above the memorialists are informed that the dismissed men cannot be taken back, that the cases ~~consequence~~ of suspended men will be considered according as circumstances permit & indicate, & that

the hour account System of
wages cannot be revived.

The formation of the new
Committee is receiving attention.

By order

Genl Secy

17-1-

To L. Krishnaswamy & other Compositors
Sangaiya and 3 other machine minders
R. Ranjasami & 15 other binders.
foremanship.